Issue: How will Fire Leadership and Fire Support positions be identified in FPA PM?

Background:
The Manage Budget feature of the FPA PM model was introduced in version 1.2 of the software. FPU budgets are generated for the Fire Leadership and Fire Support categories. Positions are then "purchased" against these budgets.

A list of fire management and fire support positions was compiled from across the five federal agencies. Position titles and pay grades were extremely variable across and within all the agencies. In addition several meetings were held with agency Subject Matter Experts (SME's) to develop a process to generate Fire Leadership and Fire Support budgets. Strong feedback was received regarding the use of position titles and pay grades for leadership and support. They felt that FPA PM should avoid assigning grades and titles as an output of the model since these are determined through interaction with Personnel and Classification Specialists in the various agencies.

To accommodate the recommendations of the Subject Matter Experts, position categories will be used in the update Fire Leadership and Fire Support functions. These general categories will guide the fire planner in selecting and budgeting for organizational needs without providing a specific title. In addition, the planner will identify the personnel type (career, career seasonal or temporary), the Full Time Equivalent (FTE) quantity, and the Budget Owner. The list of categories used and their descriptions follow:

Fire Leadership Categories:

Position Category	Description
Fire Leadership	Fire Leadership – FMO's, AFMO's, and Fire Operation Specialist. The activities performed by these positions are associated with fire program leadership, planning, policy and budgeting, organizing, and directing implementation for initial response operations.
Aviation Management	Positions that provide direct program oversight. Note: includes Aviation Safety.

Fire Support Categories:

Position Category	Description
Admin Support	Includes: Admin Assistant, Clerks, Information/Computer Tech, Automation Clerks, Program Assistant, etc. Note: For some agencies these positions are considered indirect assessments and should be included in Other Program Support.

Aviation Support	Positions that support aviation operations used for initial response activities. These positions can include ramp managers, support crews and aircraft attendants that are not funded elsewhere.
Cache	Includes cache workers and managers, radio and telecommunication specialists who support initial response. Associated cache supply costs should be included as line items. Note: For some agencies these positions are considered indirect assessments and should be included in Other Program Support.
Detection (Ground & Aerial)	Positions that provide ground and aerial detection in support of initial response activities. Associated aircraft rental/contract costs should be included as line items.
Dispatch	For Dispatch and Coordination Centers. Includes those positions that support initial response activities including RAWS. For this phase of FPA it does not include large fire, extended attack, fuels, and non-fire support.
Equip/Facilities Support	Equipment and Facilities – Unrelated to fire cache, includes construction personnel and vehicle mechanics who support initial response operations. Note: For some agencies these positions are considered indirect assessments and should be included in Other Program Support.
Fire Planning	Fire Planners, GIS and Fire Ecologists who support initial response activities.
Fiscal Mgmt.	Includes Contracting / procurement, Fire Business Management, Fire Budget Analyst, Accounting Clerk, Budget Officer, and Grants and Agreements. Note: For some agencies these positions are considered indirect assessments and should be included in Other Program Support.
Human Resources	Includes Personnel and Human Resource staff. Note: For some agencies these positions are considered indirect assessments and should be included in Other Program Support.
Other	Positions that directly support initial response activities but are not included in any of the other categories.
Other Resource Support	Other resource positions that directly support initial response activities for a specified period of time.
Public Affairs/Education	Includes staff that work in these areas that directly support initial response activities. Note: For some agencies these positions are considered indirect assessments and should be included in Other Program Support.
Safety	Fire Safety Staff responsible for ground safety and medical standards
Training	Fire and Aviation training Specialists and training support positions